UNITED
NATIONS

CEDAW

Convention on the Elimination of All Forms of Discrimination against Women

Distr.
GENERAL

CEDAW/C/5/Add.56/Amend.1
28 March 1989

ORIGINAL: ENGLISH

Committee on the Elimination of Discrimination
against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States parties

FINLAND

V.89-53801

INTRODUCTION

Finland's first report to CEDAW, published both in Finnish and in English, is the first Finnish report on human rights which has been publicized and on which almost 70 interest groups have submitted their comments. In addition to various ministries, all political parties and their womens' organizations, trade unions and employers' organizations, comments have been received from central municipal organizations, students' organizations, womens' organizations and ethnic minority groups. The fact that about 90% of the interest groups consulted submitted their comments indicates a wide and profound concern about equality issues.

The bodies concerned found it positive that comments had been invited. Criticism was levelled at the ineffectiveness of equality promotion measures and at pay differences between women and men. A classification system for equal tasks was found necessary. A more active participation of men in child care and household work was considered as an important goal. More active measures to increase the modest number of women in executive positions both in public administration and the private sector were called for.

It was moreover proposed that studies should be launched to account for the de facto discriminatory effects of sexually neutral legislation on women. Various measures and more effective working of attitudes were found necessary to change attitudes on sexually determined roles. As a shortcoming in equality legislation it was pointed out that the person discriminated against in job selection usually cannot have the job she/he originally had applied for but is only entitled to a compensation in money.
In many comments it was noted that rape also in matrimony should become a punishable act under criminal legislation.
More effective measures are needed to interfere with the sex distribution in different fields of education as well as the

division of the labour market in two. A special concern for the Sami people living in Lapland (Northern Finland) is their desire to be provided essential social services, for example day-care services, in their mother tongue which does not enjoy the status of an official language. Due to the distinctive character of the gypsy culture and the fact that it differs from the majority culture, the gypsy minority often find themselves in a situation different from that of the majority.

This Supplement to the report on the implementation in Finland of the Convention on the Elimination of All Forms of Discrimination against Women will deal primarily with the developments after the submission of the Report.

Part One of the Report

B-C The Equality Act and the Authorities

Equality Legislation

The Equality Act has been amended, for instance, so that both women and men must now be elected, in addition to governmental committees, to all municipal bodies. The original wording was restricted to cover only part of those bodies. As the amendment was discussed in Parliament, it was emphasized that the share of neither sex should be under 40%. The municipal organs implemented the stipulation for the first time on a larger scale at the beginning of the year 1989 when new municipal organs were elected for a period of four years. The equality authorities have distributed to all municipalities instructions on how equality could be achieved in gender distribution, the target being 40-60%. It has been suggested, for example, that the political bodies appointing candidates for positions of trust would place one female and one male candidate for each vacancy. There is not yet any consistent data available on how the share of women in these bodies may have increased, but scattered information would seem to suggest that the share of women in the Municipal Boards of larger towns has grown. On the other hand we know that, contrary to the law, men have been favoured when selecting members for certain municipal boards, in particular, in the field of sports and physical education.

After the Equality Act came into force in 1987, the issue of different retirement ages for women and men, applied in some pension schemes of the private sector, concerning over 100,000 employees, became subject to reconsideration. There are firm grounds to maintain that those arrangements did not contradict the Equality Act and there were no demands to raise the retirement age of women through legislation. However, it was considered necessary to make the Act less ambiguous, as it was found out that there were no possibilities to equalize the retirement ages of women and men by decreasing that of men. According to the amendment, the retirement arrangements which were in force prior to the Act may still be complied with, while corresponding new arrangements are not considered possible. The equality authorities consider that women who are entitled to a lower retirement age must have the right to go on working after having reached that retirement age in order to be later entitled to full pension benefits. The employers, however, have not agreed to this interpretation which is now subject to proceedings.

According to the Constitution, the Aland Islands enjoy self-government, including the right to enact legislation pertaining to that province. In 1988, the provincial parliament passed their own Equality Act which principally corresponds to the national equality legislation. According to the law on the special rights of the Aland Islands, the supervision of the Equality Act is entrusted to their own authorities. The Act prohibits the advertising of products or services in a manner derogatory or discriminatory to women or men, excluding advertisements on TV or cable TV and in foreign printed matter. The ban will moreover not concern activities which do not come within the legislative powers of the province, for example, banking, the insurance business and the distribution of printed matter.
The acceptance by the national Parliament of the Equality Act for Aland is presently under way.

D. Means of Equality Promotion

The Equality Bonus

A special "equality bonus" was introduced together with the extensive stabilization agreement reached in the autumn of 1988. It means that the number of women working in sectors which come

within the agreement is multiplied by FIM 0.10/hour. Each sector decides for itself how it will make use of that fairly modest amount of money. The practices have varied: In some sectors, the bonus, contrary to its original purpose, has been distributed in equal amounts to all employee groups, while in others it has been directed at the lower income groups to the benefit of mainly women workers. Even though the distribution of the bonus has failed in relation to its original purpose, it is very important in principle, as it acknowledges that gender is a factor which determines the pay.

Equality Plans

The Equality Ombudsman has informed the municipal sector, i.e. individual municipalities as well as the Union of Finnish towns, on how the status of women could be promoted under an equality plan. The instructions have noted that municipalities have obligations as an employers but also as providers of services for their inhabitants. Instructions for drafting equality plans have been prepared even for private businesses, pointing out that the share of women in different tasks and units should be increased. According to a tentative proposal, a woman should be selected if there are competent female candidates for a vacancy in a unit in which women are in a minority. Until now, equality plans have not been imposed, i.e. the employer alone has the power to decide, but such plans are being prepared in some municipalities and in one state-owned company.

An authoritative body is presently being set up, in accordance with the proposal of the minister responsible for equality issues, to plan and coordinate equality programs in public administration. A working group set up in 1988, consisting of representatives for employee organizations and the government as employer, is looking at the implementation of equality within the government personnel administration.

Information

In 1988, the Council for Equality together with the Office of the Equality Ombudsman undertook to publish an equality journal ("Tasa-arvo") appearing four times a year with a circulation of 1,400 copies. For example, labour organizatins, municipalities, libraries and private persons subscribe to the journal. The Council and the Office together publish annual reports carrying their main statements publicized in the course of the year.

PART TWO OF THE REPORT
Article 5

Advertising

In many of the comments on Finland's report to CEDAW, it was pointed out that equality legislation should be extended also to advertising and show business. An Equality Act, prepared by the Provincial Government of Aland, which would include all advertising activities in the province, is presently undergoing the process of acceptance in the national Parliament. In 1988, advertisers made an inquiry on discriminatory advertising in Finland. Over half of the women interviewed claimed that there are advertisements which are discriminatory to women, while only half of the men shared that view.
Advertisers are planning to set up a committee to monitor equality in advertising. This kind of professional self-control was put forward in the commentary to the Equality Act as an option for legislative measures against discriminative advertisements which will be considered later on the basis of the effectiveness of the measures adopted by the branch. It would be the task of the committee to give its opinion on whether certain marketing measures are in line with the charter of the International Chamber of Commerce, notably Subparagraph 4, Article 3. The committee will be founded by the union for periodicals, the union for advertising agencies, the union for the press and by the commercial TV, and each of them would be represented in the committee whose chairman would be appointed by the Central Chamber of Commerce. The committee may be consulted, without charge, by consumers, businesses, organizations, as well as the authorities and municipal bodies. Its statements are public.

Research and Education

The nation-wide Finnish Association for Women's Studies was set up in the autumn of 1988. Their publication ("Naistutkimus") discusses the different fields of Women's Studies.
Since the autumn of 1988, it has been possible to take women's studies as a subsidiary subject at the University of Helsinki. The University of Tampere also has an extensive program for Women's Studies, and those of Turku and Jyväskylä are planning

their respective programs.
The Universities will follow the recommendation of the Ministry of Education and, upon application, extend the terms of office of assistant professors with the period of maternity leave or parental leave the person is entitled to. Some universities grant this extension automatically.

At the initiative of the experimental committee for equality, set up by the Ministry of Education in 1983, several seminars have been held under the theme "Education and Sex". Researchers have now set up a team to discuss that theme, and they have received financial support from the Academy of Finland. In 1988, the Ombudsman launched an information campaign at universities to improve, in particular, the position of Women's Studies and to encourage universitites to promote the purposes of the Equality Act.

An inter-Nordic four-year project ("AVAA/BRYT"), which will be concluded at the end of the year 1989, covers the following sectors:

- Introduction into working life for secondary school pupils (up to 18 years of age appr.);
- Girls and Physics classes;
- "Technical girls", meaning girls who train in professions which involve hard materials, notably at vocational/technical institutes and at institutes for handicrafts and industrial arts;
- Equality experiment at a papermill;
- Equality education program at the Ministry of Labour;
- Course for businesswomen.

Special training for businesswomen is organized by the Ministry of Trade and Industry, the Ministry of Labour, and some other agencies, such as the private institute for women executives which started in 1988. The Ministry of Trade and Industry has to expand the training given to businesswomen due to its great success. The program consists of 12 different study periods and it is meant for women executives of small or medium-sized businesses.

Women represent 22% of the members of research committees, set up for the period of 1989-91. Only one chairman is a woman. The share of women is largest (33%) in committees dealing with

it ucually remains below 20%. Of the present 55 Finnish Ambassadors, 3 are women. Of the new recruits in January, 1989, to be trained as officials, 10 were women and 4 men.

Article 10

Equality in Education

The promotion of equality between women and men is recognized as an educational goal under relevant school legislation. Paragraph 5 of the Equality Act also calls for the promotion of equality in all education and training.

Yet equality has not been promoted very consistently among different educational institutions and authorities. Gender neutrality, reflected in the curricula of compulsory secondary education and high schools, is often seen as equitable treatment, even though it actually reinforces the sexual role models generated by the surrounding society.

A committee set up by the Ministry for Education in 1983 to look into the implementation of equality in the educational system submitted its proposals in the spring of 1988. Their plan of action covers the following fields: hidden curriculum (educational programs, working methods and practices); knowledge and values; expansion of career counseling (educational structures, admittance criteria, curricula of vocational/technical institutions); cooperation within the school community, and teacher training.

The committee stresses that equality promotion within the school system requires new thinking and new practices, and that an equality approach should be included in all development plans of the educational system, in the curricual and the practices of educational establishments.

Sex quotas have traditionally been used in teacher training schools, establishing the share of male students at 40%. Without that quota, only about 10% of teacher trainees would be men. The quotas will be given up in the 1989 selection of students under the Equality.

(The text under Article 10, Paragraph 8, (page 15), in Finland's initial report to CEDAW should be amended as follows: "Persons who have been working for at least five years, or persons with no professional training, may apply for a grant for adult education, worth FIM 700 - 2,000.".)

Women and Technology

The Finnish Association for Technology had a campaign during the 1988 Nordic Year of Technology to encourage girls to find a profession in technology. A survey carried out on the attitudes of high school students, girls and boys, toward technology and technical professions, did not show any significant differences in the attutudes of the two sexes, and therefore the campaign is likely to succeed.
The number of applicants for schools of technology has in general been on the decline, as a result of which recruitment campaigns have now been directed at girls (in addition to equality reasons). The Tampere University of Technology, which has the smallest number of female students as compared with other Finnish universities, applied in 1988 new selection methods where, instead of the traditional written admittance tests, attention was paid to diplomas and the results of aptitude tests, personality tests and individual interviews. In a quota thus established, the share of women admitted was considerably larger than in the general tests.

Women in the Official Hierarchy

Despite the good educational background of women, they advance to executive positions slowly. Not one Head of the 13 Finnish ministries is a woman. There is only one female Director General for the total of 60 departments of all the ministries. The share of women as Assistant Directors is larger but they are still clearly a minority.

As for the judiciary, two out of the 23 members of the Supreme Court are women. At the Supreme Administrative Court, one of the 21 permanent members is a woman. In 1988, a woman was for the first time selected as the Deputy Parliamentary Ombudsman.

There is only one woman Governor for the 12 county governments which, with a few exceptions, are headed by men. The 20 national boards have altogether 90 departments, but only less than ten women Director Generals.

Finland has over 400 municipalities. Only a few of the Municipal Managers, two Mayors, and a handful of Deputy Mayors are women.

In the lower public offices, women are a majority (over 50%) and their numbers are rising.

In the private sector there are still fewer women in executive positions than in public administration.

Article 11

Male-dominated offices

Women are not accepted for posts in the defence administration and the Border Guard Service which require a military education or which have been defined as military offices. Since the beginning of 1988, there have been women priests in the Finnish Evangelical-Lutheran Church, but the ecclesiastical law does not recognize women bishops.

Examples on Application of Equality Act

The majority of the statements given by the equality authorities on the application practices of the Act concern working life. During the first two years the Act has been in force, 600 matters have been submitted to the Ombudsman. In addition, the authorities have been consulted on the telephone, through correspondence and in individual appointments.
The inquiries have concerned, in particular, the general ban on discrimination (18.7%); discrimination in job selection (33.9%); unequal pay, discrimination at work, undue termination of working contracts and discriminatory job advertisements (16%). As for the last-mentioned, employers have usually been contacted directly, and discriminatory job advertisements have often been found to be due to negligence or unawareness of the provisions of the Equality Act. The number of such cases is diminishing.

At the beginning of the year 1989, the Supreme Administrative Court rendered its decision concerning 12 nominations of officials which were appealed to it. Only two of the decisions follow the stand of the Ombudsman who had considered that a more qualified person who represents the other sex had been passed over, but in the other case the Court accepted the justifications of the employer that the decisive criteria had nothing to do with the sex of the candidates. In nine cases, the Ombudsman had considered that it seemed as if a more qualified person

representing the other sex had been passed over (one of the cases concerned a man, and eight concerned women). The county administrative courts (first instance) agreed with the Ombudsman in seven cases. As for all the first 12 decisions, it would seem that the Supreme Administrative Court applies more flexible criteria when assessing the qualifications of candidates.

About 20 lawsuits concerning compensation on the basis of discrimination are pending. By the end of January, 1989, a decision has been rendered in four cases, in three of which the employer was ordered to pay compensation. Two cases concerned the passing over of a more qualified candidate of the other sex, and the amounts were FIM 10,000 and 20,000 respectively (the stipulated minimum being 10,000 and maximum 30,000). The third case concerned the termination of a working contract on the basis of sex (pregnancy), and the compensation was determined at FIM 15,000. The fourth case was a lawsuit for compensation for the passing over of a more qualified candidate of the other sex but it was dismissed for lack of evidence. The cases have been appealed to the Court of Appeals, and they can later be appealed to the Supreme Court.

The Equality Act prohibits the termination of an employment contract on the basis of sex. Attempts have been made to prevent a practice, according to which, substitute labour force has been employed only up to the beginning of the employee's maternity leave, even though there would have been a need for substitutes for a longer term. According to the equality authority, an employment contract cannot be shortened due to maternity leave, in particular, when the employee has been employed as a substitute for a longer period. Due to differences in the interpretation of the Act between the representatives of employers, the matter has now been submitted to the Equality Board and is presently under consideration.

Pay Differences

Two surveys on working life were published in 1988, and they clearly indicate pay differences between women and men, as well as differences in working conditions. The total working experience of women is only two years inferior to that of men; the differences are thus evening out. Women do not change jobs as often as men. It has been shown that the earnings of women who work full-time amount only to 78% of those of men. It was found

out that men are rewarded for the qualifications required for their jobs clearly more generously than women for the qualifications required for their jobs. The share of part-time work has hardly grown at all. Irregular working hours, like shift work or periodical work, are more frequent among women. A study, commissioned by the Council for Equality, showed that pay differences between the two sexes increase considerably between the ages of 20-40. The position of women in the labour market is clearly weakened by interruptions in working career and by family duties.

Questions relating to equal pay may be discussed as individual cases under the Equality Act, according to which, equal pay must be given for the same work as well as for work of equal value. The Council for Equality and the Office of the Equality Ombudsman have acquired international comparative data on the principles on how to value work. The main labour organizations have also participated in the follow-up of the screening in this particular issue, for equal pay can be promoted in their mutual talks in connection with collective agreements.
The five-year Plan of Action for Equality Promotion by the Nordic Committee of Ministers and the Nordic Council calls for better pay statistics so that differences in pay could be studied thoroughly. The project has been started with a pilot study on pay differences which discusses the measures, pay statistics and surveys.

Harassment

In Finland, sexual harassment at working places has now become a matter of occupational health and safety under the law. A new Protection of Labour Act entered into force in September 1988, now for the first time covering also psychic protection of labour. The commentary to the Act states that the impact of the working environment on mental health should also be subject to preventive action.
The Office of the Equality Ombudsman has launched a 2.5-year empirical study on sexual harassment and molestation at Finnish working places. The subject is seen as part of psychic protection of labour.

Child Care

Parental leave

The majority of those men who avail themselves of the right to parental leave take 6-12 days of leave after the birth of the child. Only very seldom men take a longer parental leave or go on child-care leave after the stipulated period for parental leave. A mere 0.3% of all fathers have taken a child-care leave which has lasted, on an average, for less than 5 months, while the average duration of child-care leave taken by the mothers has been 8 months.

The Contracts of Employment Act was amended on August 1st, 1988, making the employee eligible for partial leave of absence to take care os his/her own child under 4 years of age, or of any child under four years who lives permanently with him/her.
In order to qualify for child-care leave the parents are required to work outside the home and the employee who takes a partial child-care leave must have worked with the same employer for at least one year without interruption.
Partial child-care leave is realized as a reduction of working hours at the mutual agreement between the employer and the employee in such a way that the employee will work for 6 hours a day and for 30 hours a week.
According to an amendment passed in the same connection, the employee is entitled to a maximum of four working days of temporary child-care leave to take care of, or make arrangements for the care of his/her own child under ten years of age, or any child under ten years living permanently with him/her, in case the child has suddenly fallen ill.
Upon returning from a temporary or partial child-care leave, the employee has the right to go back to his/her earlier duties or similar duties. Making use of partial child-care leave means a loss of income for the parent availing himself/herself of that right. If it will be primarily women who will take a child-care leave of absence - as it has been anticipated - their social security would consequently weaken. Together with a decrease of their income level, also all forms of social security which are tied up with one's income, such as daily allowances under health insurance, or unemployment benefits, will decline.

In the autumn of 1988, the Finnish government presented a bill to Parliament for an amendment of the Child-Care Support Act.

According to the Bill, the parent or guardian of a child under three years, who resides in Finland permenently, holds an office or has a job and does not work for more than 30 hours a week due to child-care reasons, would be entitled to child-care support in accordance with the above Act, starting March 1st, 1989. Partial child-care support would amount to 25% of the basic child-care support (about FIM 300/month). The low compensation level is likely to result in the parent with lower income, still most often the mother, staying at home to care for the children.

Women's Night Work

The provision in Finnish legislation on working hours prohibiting the night work of women in industry has been abolished starting the beginning of 1989. The previous provisions have been replaced by legislation providing the maximum number of successive shifts and for the prevention of disadvantages caused to women and men by night work.

Pensioners

Presently Finland has her first generation of pensioners who are healthy and reasonably wealthy owing to the development of health care services and improvements in the minimum pension system. The majority of pensioners are women.

Due to the large number of pensioners, home-care and home assistance, as well as institutional facilities for the elderly are insufficient especially in larger towns. Several studies on old age are presently being carried out.

Early old-age pensions will become available for civil servants in 1989, enabling a 55 year-old to leave on an individual early pension scheme.. A 58-year-old will be able to leave on early old-age pension or part-time pension.

The survivors' pension scheme will be reformed to recognize also men as beneficiaries. Attention will moreover be paid to the position of families with children and the participation of both spouses in caring for the family. The reform is likely to be reinforced starting the beginning of 1990, and it would not be retroactive.

A person over 55 of age who has been unemployed without

interruption for a longer period is entitled to unemployment pension. The majority of the beneficiaries are women. Unemployment pension has been an option for those who have become unemployed due to technological development and structural changes.

As the Finnish social security schemes mostly are tied up to income, the differences in the level of social security correspond to the general pay differences between women and men.

Article 12

Mass screening are carried out in Finland for tuberculosis. Certain age groups of women are screened municipally for cervical cancer and breast cancer.
The number of abortions carried out in Finland was 12,900 in 1987 and 13,200 in 1988.

Article 13

In addition to the social benefits included in Article 11, starting October 1989, all children living in Finland receive family allowance, irrespective of their nationality.

	since 1st Oct.1988 FIM/month	from 1st Oct. 1989 FIM/month
For first child	218	255
second "	252	296
third "	326	382
fourth "	424	497
fifth "	512	599

A supplementary allowance of FIM 107/month will moreover be paid to children under 3 years. Family allowance which is payable up to 17 years is usually given to the mother to be used for the benefit of the child.

Article 14

Women who live in the countryside form a heterogenic group

consisting of women in different professions, for example, wives of farmers who may or may not work on the farm. A fourth of Finland's population, including about 570,000 women, live in sparsely populated areas where there are no population centres with more than 200 people. Of active rural women, 39% work in agriculture, 14% in industry and 46% in the service sector. According to a survey carried out in 1988, 21% of farmers' wives worked outside the farm and 2.5% had both a secondary occupation and an occupation outside the farm. Within the framework of the Campaign for the Countryside of the Council of Europe, a seminar entitled "Women as active agents in the countryside" was arranged to discuss the opportunities for an active life in the countryside, the role of women as executives of small businesses and the participation of women in societal affairs.
Taxation of farm income has been a problem in agriculture and forestry, as it has been difficult to determine the distribution of the income between the spouses. In many cases, the main share of farm income has been attributed to the husband, leaving the share of the wife smaller than her actual contribution to the farm. As the social security and pension benefits of those who work in agriculture and forestry is bound to income, this taxation practice has on impact on social security as well. Agricultural producers are presently entitled to 19 days of annual leave. Since the beginning of 1989, women who work in agriculture have been entitled to a substitute for 200 days due to pregnancy, instead of the earlier 155 days.

In November 1988, the Ministry for Social Affairs and Health set up a team to investigate the relief labour issue with a view to the needs of agriculture, and the shortening of the working hours of parents with small children. The mandate of the team will run out during the year 1989. A crucial problem is, however, the insufficient number of relief labour. Issues important for women have moreover been raised in the annual negotiations on farm income.

Article 15

An overall tax reform is presently being carried out in Finland. In the first stage, personal taxation will be reformed. According to the original proposal, the parents could have decided between themselves which one would benefit from part of the deductions on child-care, while part of the expenses could have been deducted only in the taxation of the spouse with larger income, usually

the husband. Parliament decided that the parents may share all deductions on child-care expenses, or they will automatically be attributed by the authorities to the spouse with larger income.

The equality authorities have drawn up a tentative memorandum on legislation which is de facto discriminatory. They have moreover suggested to relevant ministries amendments to certain provisions, especially in the field of social affairs and taxation. According to an initial study, the above provisions, whose wordings are sexually neutral but which are de facto discriminatory, usually have to do with women's position as employees. Particularly problematic are the provisions dealing with pregnancy and maternity leave. Some women's organizations, among others, have drawn attention to these issues. The authorities cooperate with those who have been studying discriminatory legislation in order to have all the relevant facts to substantiate their proposals for amendments. It has also been pointed out that it is part of the regular duties of all authorities to study, expose and eliminate discriminatory practices due to de facto discriminatory legislation.

Article 16

The 1929 law on international family relations does not secure the position of women in case of divorce in the same way as Finland's national legislation.

BASIC DATA ON THE POSITION OF WOMEN IN FINLAND

1. Milestones in History

The 19th century

Finland as an autonomous Grand Duchy of Imperial Russia

1859 - 1869	Certain craftsmen's and traders occupations are made open for women.
1863	A teacher training college is established with both men and women as students.
1864	At the age of 25, an unmarried woman became legally competent; at the age of 15 she was herself allowed to control her own earnings; at 21 she was allowed to administer all her property, provided she had notified a court of law thereof.
1864	A woman of 21 years of age was herself allowed to decide on marriage.
1864	The first woman official was employed by the National Board of Postal Services.
1870	Maria Tschetshulin became the first woman to take part in the Matriculation Examination in Finland by special dispensation. With special dispensation a woman could enroll in the University.
1871	Women were permitted to study medicine at the University without special dispensation.
1872	The School Ordinance was renewed giving also girls the right to exemption from school fees; in the same year the curricula of girls' schools was extended to four years.

1873 Single and divorced women as well as widows were granted municipal suffrage under the same conditions as men.

1878 Rosina Heikel became the first woman in the Nordic countries to obtain the degree of Licentiate in Medicine.

1881 Certain offices in the Postal Services became open for women.

1882 Emma Irene Åström became the first woman in Finland to graduate as Master of Arts.

1885 It became possible to set up home industry schools open for women as well. The Decree on girls' schools was amended to make it possible to train girls for teaching careers as well as for university studies in the last school years.

1885 Women became qualified as teachers of girls' schools (without the ordinary disciplinary powers.)

1888 A private kindergarten for working class children was founded in Helsinki.

1889 Women became qualified as teachers in teacher-training colleges for women and as office workers in the National Board of General Education.

1889 The dissemination of information on contraception became a punishable act.

1889 A married woman had, with certain restrictions, the right to decide how to spend her own income.

1892 Kindergarten teacher training begins.

1897 Women became eligible to work as medical practitioners.

1898 The legal age for both women and men was reduced to 21 years. However, the husband still retained his right to represent his wife.

The first part of the 20th century

1901 Women received the right to study at and graduate from the university with certain restrictions.

1903 The first offices for women as occupational supervisors were established.

1906 General and equal suffrage and eligibility to run in national elections.

1916 Women became eligible as university teachers.

In 1917 Finland gained her independence

1917 A decree on factory work entered into force, providing, among other things, that the length of maternity leave had to be four weeks after delivery. The same decree stipulated that a woman in late pregnancy was not allowed to be employed in work dangerous to her.

1918 General and equal suffrage and eligibility to run in municipal elections.

1921 An Act on General Compulsory Education was passed.

1922 The first Employment Contracts Act was passed. It allowed also a married woman to conclude an employment contract by herself.

1925 Child-guidance clinic activity began.

1930 The Marriage Act, under which the spouses were legally equal, entered into force.

1946 The Hours of Work Act contained a provision prohibiting women to work at night.

1950 Abortion became legal on medical, eugenic and ethical grounds.

1960 The ILO Convention on Equal Pay was ratified.

1970 The ILO Discrimination Convention was ratified and the Labour Protection Act was amended through a provision obliging the employer to treat his workers equally, for example, with regard to sex.

1970 Abortion was legalized on social grounds as well.

1972 A permanent Parliamentary Council for Equality was set up.

1973 The Day Care Act came into force. There were around 51,000 places in kindergartens and roughly 5,500 places in family day care.

1983 The new Act on the Care and Visiting Rights of Children and the amendment of the Guardianship Act gave both parents an equal right as custodians and guardians of their children irrespective of sex and marital status.

1984 An amendment of the Nationality Act gave women and men an equal right in the determination of the nationality of their child.

1986 The UN Convention on the Elimination of All Forms of Discrimination against Women was ratified.

1986 The new Family Names Act entered into force, under which the parents may choose as their common family name either the name of the woman or the man or may each retain the name he or she had when the marriage was concluded. A child has an equal right to the family name of either spouse.

1987 An Act prohibiting discrimination on the basis of sex in general and in working life in particular, entered into force and obliged officials and employers to promote equality.

1988 Women became eligible as clergymen in the Evangelical-Lutheran Church in Finland.

2. Population

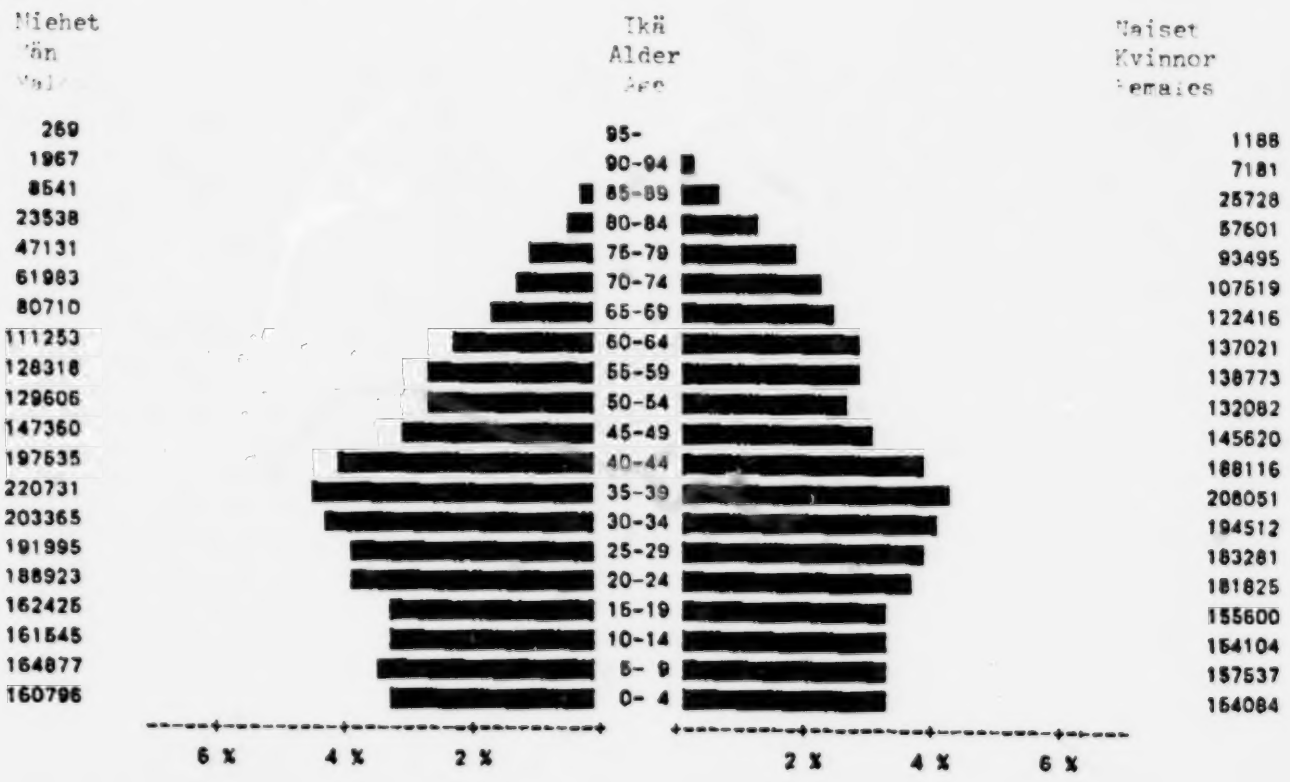
2.1. Population by marital status, 1800 - 1987 (%)

Year	Unmarried		Married		Widow(er)s and divorcees	
	Men	Women	Men	Women	Men	Women
1800	61.1	58.4	36.3	34.3	2.6	7.3
1850	61.5	58.4	35.1	33.3	3.4	8.3
1900	63.0	58.9	34.0	33.2	3.0	7.9
1950	55.6	50.8	41.2	38.0	3.2	11.2
1980	48.9	41.6	45.5	42.7	5.6	15.7
1984	48.9	41.3	44.8	42.2	6.3	16.5
1987	49.1	41.4	44.1	41.5	6.8	17.0

2.2.

Väestö iän ja sukupuolen mukaan
Befolkning efter Ålder och kön
Population by age and sex

KOKO MAA - HELA LANDET - WHOLE COUNTRY
1987



2.3. Average number of years expected

Age	0	15	30	45	60
	years expected				
1911-20					
- men	43.4	41.1	32.5	22.6	13.4
- women	49.1	47.3	37.0	26.0	15.1
1984					
- men	70.4	56.2	42.0	28.4	16.5
- women	78.9	64.4	49.7	35.3	21.6
1986					
- men	70.5	56.2	42.1	28.5	16.7
- women	78.7	64.2	49.6	35.2	21.6

2.4. Child Welfare

Family structure 1985

Families with children 660,000. Two-parent families (including 'open unions') 561,000. Single-parent families 89,000. Of these, mother and children 87,000. Father and children 12,000.

Number of children (%)

1 child 47 %
2 children 39 %
3 children 11 %
4 or more children 3 %

Children under 18:
1.136,265

Children under 7:
449,395

Average number of children per family 1.7.

60 % families live in towns
40 % live in the countryside.

Maternity Leave and Maternity Allowances

Society helps parents through a maternity leave decreed by law and subsidized in cash. The current maternity leave is 263 days (excluding Sundays and public holidays), 30 of which are taken before the due date. Maternity leave is lengthened by 60 days, if babies are two or more. The parental benefit is being paid also to adoptive parents for 234 days.

Children's Rights

"A child is entitled to a secure and stimulating growing environment and to a harmonious and well-balanced development. A child has a special right to protection." Chilren's rights in Finland are embodied in the Child Welfare Act of 1983, a very modern example of legislation. The purpose of child welfare is to secure the rights of the child.

Child Welfare

The status of the child in private law is defined in the Child Custody and Right of Access Act of 1983. Irrespective of their birth, children are ensured equal status under law. The legislation distinguishes between custody and guardianship and defines the child's right of access to both parents in the case of divorce. Further, the law defines the aims of child custody and a good upbringing, and also prohibits corporal punishment and other humiliating treatment. Thus Finland is one of the few countries forbidding bodily chastisement of the child. Reform of the legislation relating to children got under way in Finland in the mid-1970's (e.g. the laws on paternity, child maintenance, child maintenance security and adoption).

Toy entrepreneurs and authorities have agreed to work in cooperation for the development of Finnish toy and play culture. This is laid down into the Toy Agreement which took effect in 1987, where the entrepreneurs have also expressed their wish to refrain from manufacturing, importing and selling war toys.

The Day-Care/Pre-School System

- There are 2,400 municipal kindergartens receiving State subsidy, and these are used by over 100,000 children.
- There are also 300 private kindergartens which are economically supported by the State and are guided by the same principles as the municipal kindergartens.
- There are nearly 40,000 municipal family day-care homes, used by 90,000 children.

- There are 2,000 supervised playgrounds, used by 30,000 children.
- The 6,600 groups (once or twice a week about three hours) run by the Lutheran Church are use by nearly 100,000 children.

According to the latest statistics, about 41 % of the children 1-6 years old have full-time or part-time day care organized by the municipalities.

3. Women's influence in society

3.1. a Parliamentary Elections

Year	People voting		Women as candidates	Female MPs	Women
	Women	Men			
	%	%	%	%	N
1907	..	..	..	10	19
1908	60	69	..	13	25
1917	66	73	..	9	18
1927	52	60	8	9	17
1936	59	67	8	8	16
1945	73	78	..	9	17
1954	77	83	14	15	30
1962	84	86	15	14	27
1966	84	86	16	17	33
1970	81	83	17	22	43
1972	81	82	21	22	46
1975	74	74	24	23	52
1979	75	76	26	26	62
1983	75	76	30	31	63
1987	76.6	76.2	36	31	63

3.1. b Proportion of women as candidates in parliamentary elections, and of Members of Parliament by political party in 1987. Source: Statistical Bulletin Oi 4/1987 of the Central Statistical Office; preliminary data.

Party	Parliamentary Candidates			Members of Parliament		
	Total	Women N	%	Total	Women N	%
Social-democratic Party	229	92	40,2	56	18	32.1
Coalition Party	229	79	34,5	53	22	41,5
Finnish People's Democratic League	229	85	37.1	16	5	31,2
Centre Party	177	65	36,7	40	11	27,5
Christian League	90	36	40,0	5	1	20,0
Finnish Rural Party	229	64	27.9	9	3	33,3
Swedish People's Party	61	22	36,0	12	1	8.3
Liberal People's Party	49	27	55,1	-	-	-
Constitutionalist Party	34	10	29.4	-	-	-
Democratic Alternative	229	82	35,8	4	2	50,0
Finnish Pensioner's Party	133	41	30,8	-	-	-
Greens	185	74	40,0	4	-	-
Other	43	13	30,2	-	-	-
Aland				1	-	-
Total	1 917	690	36,0	200	63	31,5
Others				5		
Socialist Parties				76	25	33,0
Non-socialist Parties				119	38	32,0

3.2. Female chairpersons and first deputy chairpersons of Municipal (Executive) Boards, towns, other municipalities and the whole country in 1987

	Towns			Other municipalities			Whole country		
	Total	Women N	Women %	Total	Women N	Women %	Total	Women N	Women %
Chair-persons	93	4	4,3	332	15	4,5	425[1)]	19	4,4
First deputy chair-persons	93	10	10,8	332	25	7,5	425	35	8,1

1) The figure does not include the Aland islands (16 municipalities); 20 municipalities failed to answer.

Source: Haataja & Malin: Women and Men on Municipal Executive Boards and Trustee Bodies appointed by them in 1987. Publications on Equality Series C 1/1987

3.3. Proportion of women in Parliament, Council of State and Municipal Executive Boards

	Parliament	Council of State	Municipal Ex. Boards (ordinary members)
Total membership	200	18	3 718
Women N	63	4	561
Women %	31,5	22,2	15,1

3.4. Female members of political parties, proportion of women in party-congress delegates, on party councils and party executive boards in 1987

Party	Membership			Party-Congress delegates			Party Council			Party Executive Board		
	Total	Women N	%	Total	Women N	%	Total	Women N	%	Total	Women N	%
Social democratic Party	90,000	33,000	37,0	344	75	21,0	61	15	24,6	13	3	23,0
Coalition Party	80,000	40,000	50,0	826	333	40,3	60	21	35,0	24	3	12,5
Centre Party	293,318	128,716	44,0	2,585	769	30,0	133	44	33,0	30	4	13,3
Finnish Rural Party	25,000	5,000	20,0	507	90	18,0	45	10	22,2	9	3	33,3
Christian League	18,000	12,000	67,0	531	204	38,0	60	12	20,0	23	3	13,0
Swedish People's Party	46,437	21,337	46,0	358	117	33,0	137	29	21,2	29	8	27,6
Finnish People's Democratic League	34,444	11,325	33,0	207	69	33,3	54	14	25,9	19	6	31,6
Finnish Communist Party	20,995	6,256	30,0	223	76	34,0	65	22	33,8	11	4	36,4

3.5. **Share of Women at the Assembly meetings, Councils and Boards of Central Employee Organizations**

	SAK [1] 1986			TVK [2] 1988			AKAVA [3] 1988			STTK [4] 1985		
	total	share of women	%	total	share of women	%	total	share of women	%	total	share of women	%
Assembly	440	144	32	382	249	65	301	105	35	148	11	7
Council	193	58	30	99	67	68	-	-	-	41	7	17
Board	27	4	15	14	8	57	21	4	19	25	1	4

1) SAK = Central Union of Finnish Trade Organizations

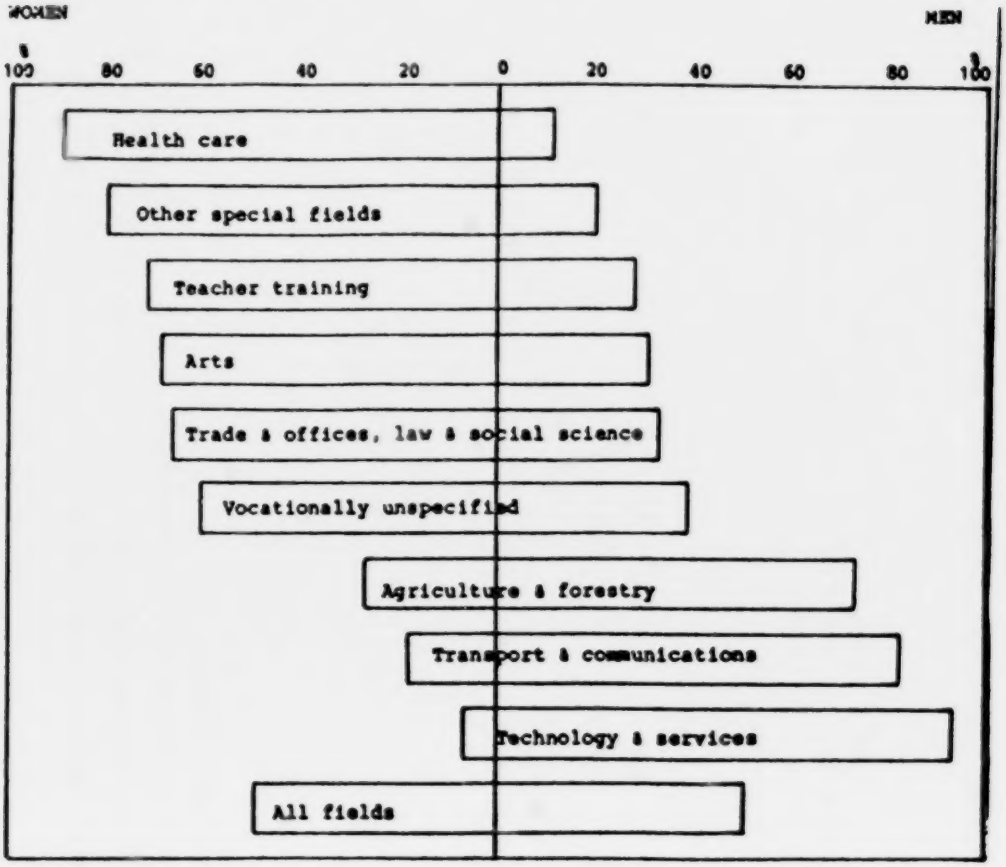
2) TVK = Central Union for Clerical Workers and Civil Servants

3) AKAVA = Central Organization of Professional Associations in Finland

4) STTK = Confederation of Technical Employee Organizations in Finland

4. Education and training

4.1. Educational structure of the population, Dec. 31, 1984



4.1.1. Educational Structure of the Population in 1986

	Women %	Men %
Nursing	89,0	11,0
Other specialized fields	80,1	19,9
Teacher training	72,0	28,0
Arts	69,0	31,0
Commerce and clerical work Law and Social Sciences	67,1	32,9
General Education	60,8	39,2
Agriculture and Forestry	27,2	72,8
Science and Technology	18,4	81,6
Transport, Communications	6,9	93,1
Total	50,2	49,8

4.2. High school graduates

Year	Total N	% of women	% of men
1960	130,000	2.9	3.0
1970	246,000	5.6	5.1
1980	445,000	10.4	8.2
1985	610,000	14.2	13.3
1986	639,000	14.8	11.0

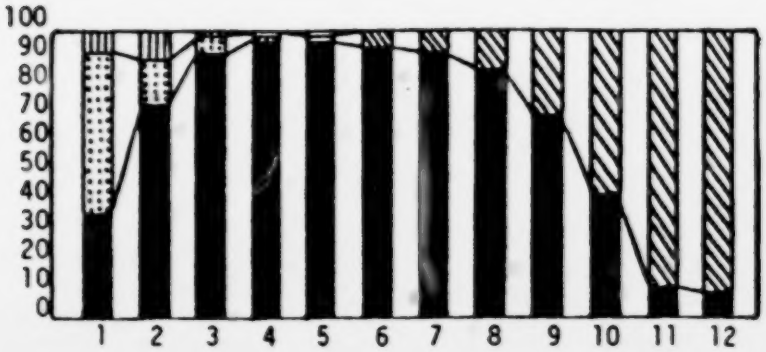
4.3. Vocationally trained of whole population

1960	390,000	8.1	9.6
1970	776,000	15.6	18.3
1980	1.319,000	26.1	29.1
1985	1.592,000	31	34

5. Working Life

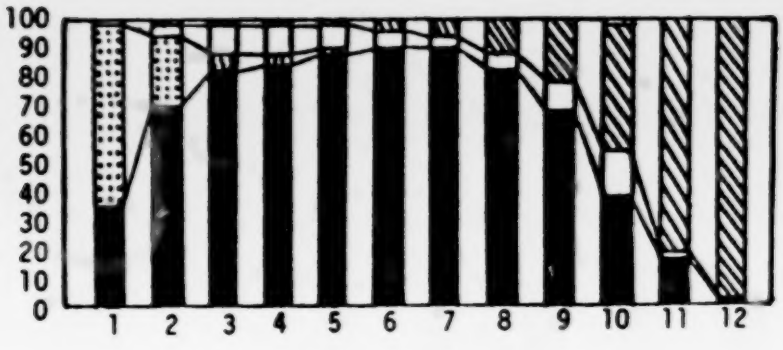
5.1. Activities of working-age population by age groups, 1985
Source: Labour Force Survey 1985

MEN



Labour Force
Taking care of their own homes
Doing military duty
School children and students
Disabled and pensioneers

WOMEN



Labour Force
Taking care of their own homes
School children and students
Disabled and pensioneers

5.1.1. Year 1987

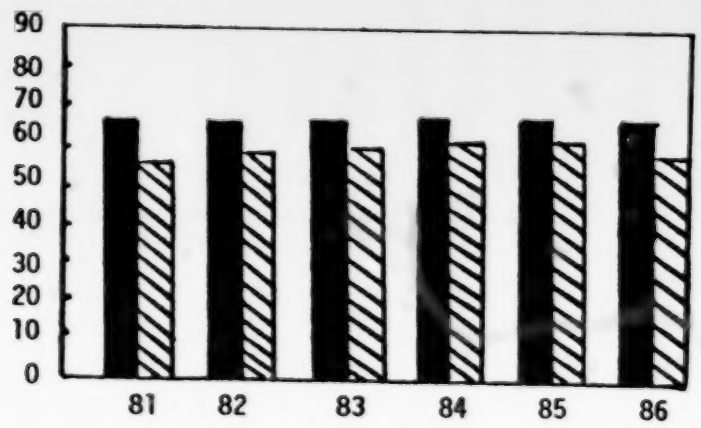
MEN (1000 persons)

	age groups	labour force	pupils & students	at home	disabled	military service	other
1.	15-19	63	93	0	1	9	1
2.	20-24	137	30	0	2	19	2
3.	25-29	178	10	0	3	1	1
4.	30-34	196	3	0	5	0	1
5.	35-39	214	2	0	7	0	1
6.	40-44	176	1	1	8	-	1
7.	45-49	138	0	0	10	-	1
8.	50-54	109	0	0	19	0	1
9.	55-59	78	0	1	50	0	1
10.	60-64	35	0	1	74	0	0
11.	65-69	9	-	-	71	-	-
12.	70-74	5	-	-	59	-	-
	15-74	1338	139	3	307	29	9

WOMEN

	age groups	labour force	pupils & students	at home	disabled	military service	other
1.	15-19	59	98	1	1	-	1
2.	20-24	129	42	8	2	-	2
3.	25-29	154	11	15	2	-	1
4.	30-24	170	4	18	3	-	0
5.	35-39	188	3	14	5	-	0
6.	40-44	162	1	9	5	-	0
7.	45-49	131	1	7	8	-	0
8.	50-54	107	0	8	16	-	1
9.	55-59	76	0	11	52	-	1
10.	60-64	33	0	13	91	-	1
11.	65-69	6	0	0	115	-	-
12.	70-74	2	0	0	107	-	-
	15-74	1216	161	104	407	-	8

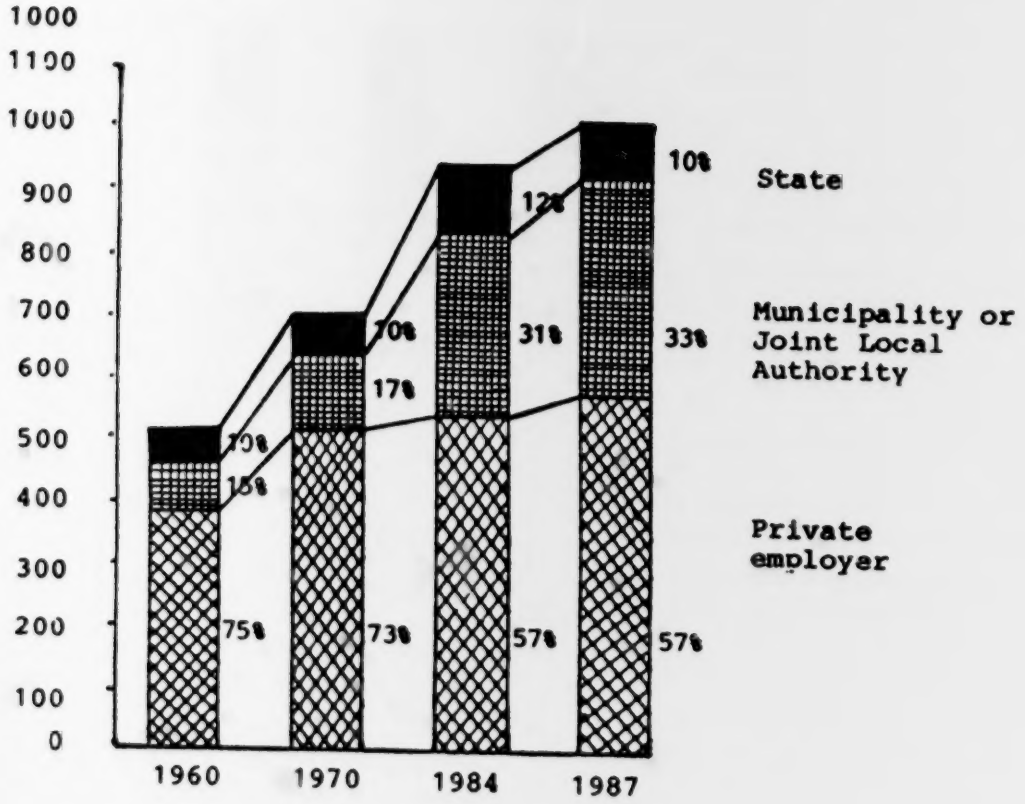
5.2. **Proportions of labour force by sex in 1981-1987**



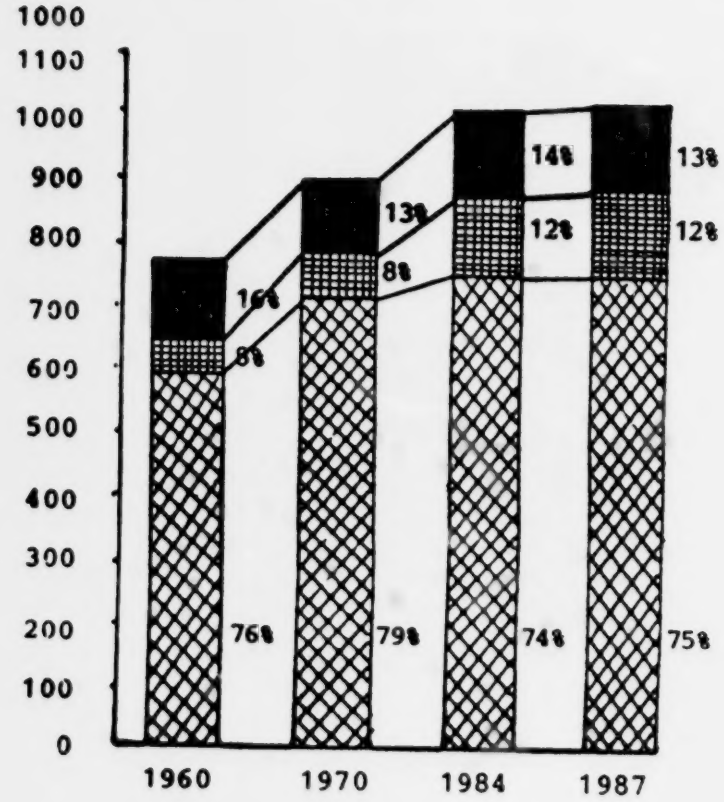
year	men	women
1970	79,1	56,8
1975	75,4	59,8
1980	74,1	61,3
1981	74,2	62,2
1982	74,2	63,4
1983	73,9	63,8
1984	73,9	64,0
1985	73,8	64,8
1986	73,9	64,5

Source: Labour Force Survey 1987, II quarter TY 1987:21

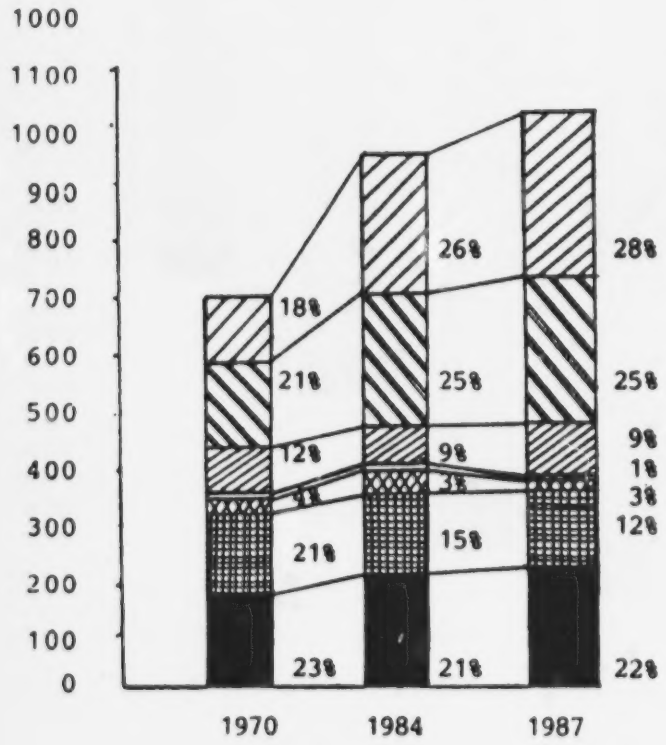
5.3. a Female wage earners by type of employer in 1960, 1970, 1984 and 1987



5.3. b Male wage earners by type of employer in 1960, 1970, 1984 and 1987



5.4. a Occupational structure of female wage earners in 1970, 1984 and 1987



Work in technology, sciences and humanities

Administrative, accounting & office work

Commercial work

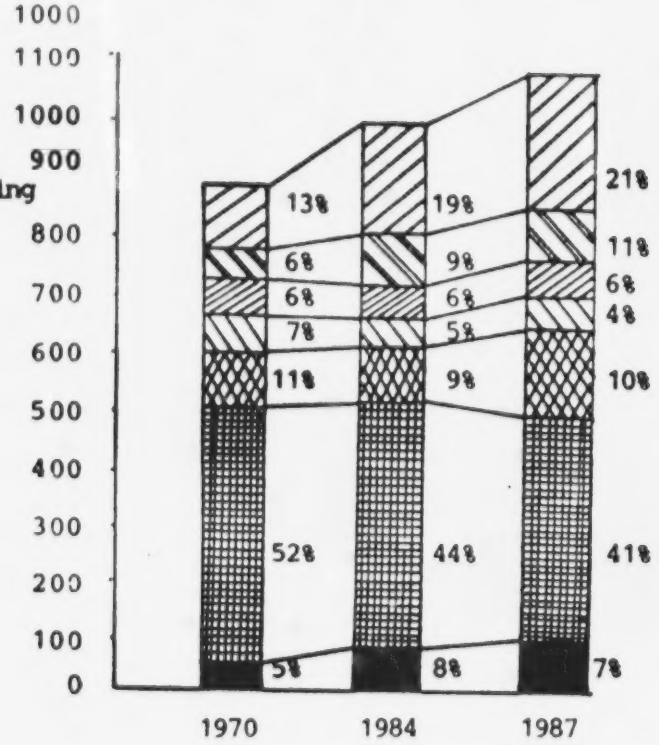
Work in agriculture & forestry

Work in transport & communications

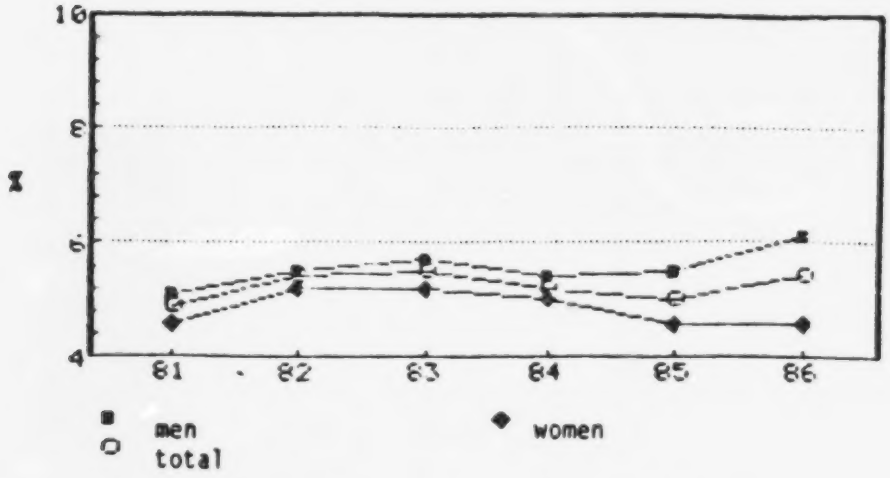
Industry, mining

Services

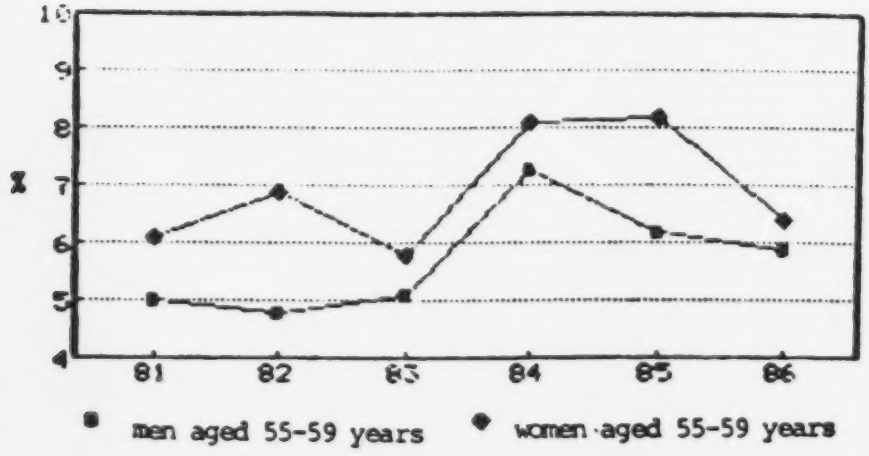
5.4. b Occupational structure of male wage earners in 1970, 1984 and 1987



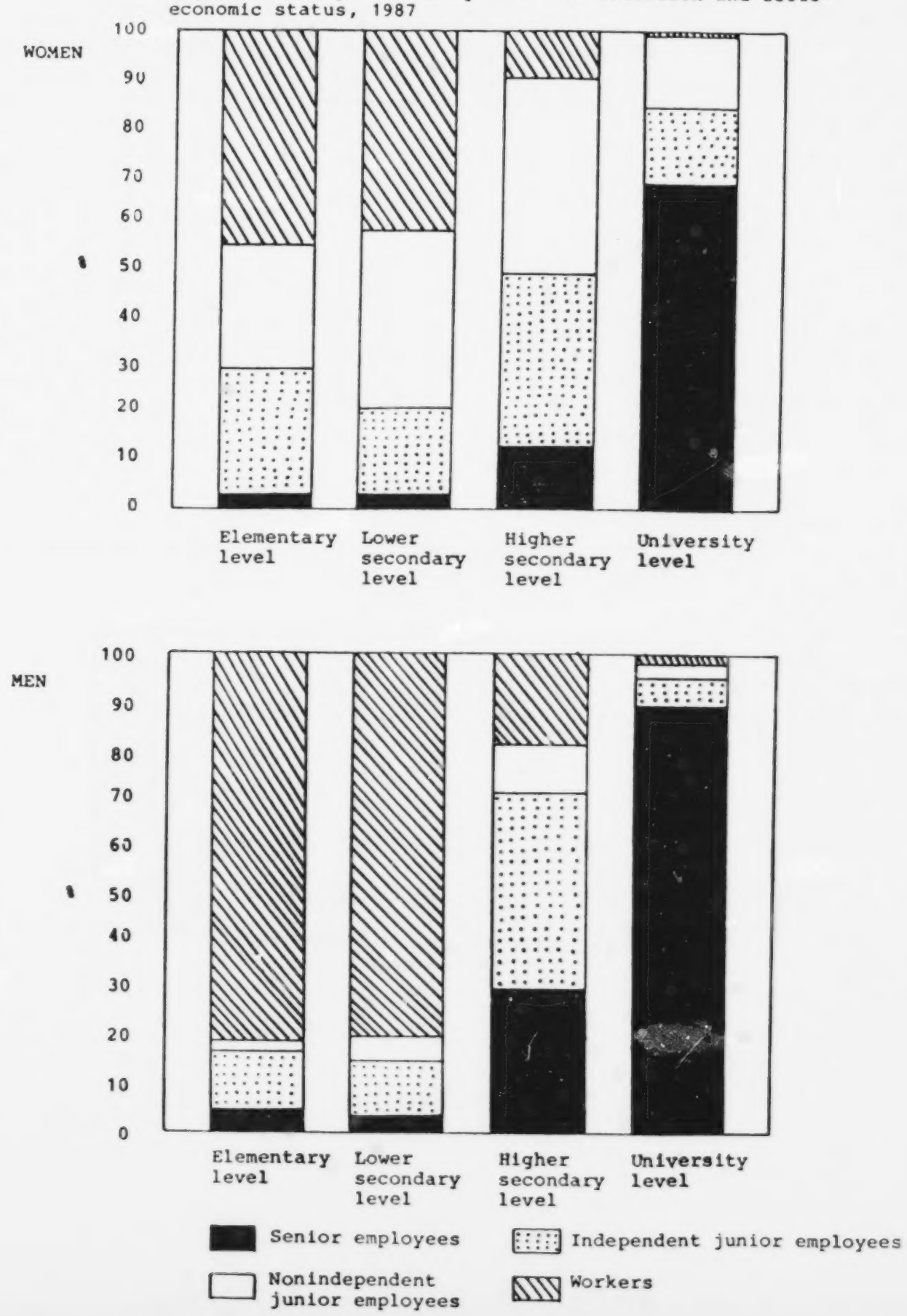
5.5. Degrees of unemployment by sex during 1981-1986
Source: Labour Force Survey 1987, II quarter. TY 1987:21



Degrees of unemployment by sex in age group 55 - 59 years during 1981-1986



5.6. Wage and salary earners by level of education and socio-economic status, 1987



5.7. 20 largest occupational groups among those employed, 1987 (1000)

	Total	Men	Women
1. General office workers, cashiers, secretaries, typists	281	36	244
2. Farmers, foresters	176	107	69
3. Shop assistants and foremen	134	45	89
4. Executives of business enterprises and organizations	100	83	18
5. Drivers of motor vehicles	81	78	3
6. Cleaning persons	76	4	72
7. Lumber workers, timbermen, carpenters	67	61	7
8. Teachers in comprehensive schools and senior secondary schools and vocational institutions	67	23	44
9. Plumbers, plate metal workers, welders	67	59	8
10. Nurses, ward matrons, laboratory and dental assistants	60	4	56
11. Machinists, machine installation workers, machine & engine repair workers	60	59	1
12. Electricity, electronic and telephone mechanicians	59	51	8
13. Chefs, cooks and cold buffet managers	58	6	53
14. Construction, electrical, machine etc. technicians	56	51	5
15. Social welfare and day-care center workers	54	6	48
16. Family day-care personnel, home assistants and home helpers	50	0	49
17. Drivers of cranes, construction engineers, machine and engine operators	47	44	3
18. Agriculturer labourers (wage-earners, not self-employed)	39	24	15
19. Assistant nurses, hospital assistants	39	4	35
20. Construction, electricity, machine and other engineers	39	36	3

Source: Labour Force Survey, CSO

5.8. Part-time workers
(normal working hours per week 1-29 hours)

Age 15-74

(1000 persons)

Year	Men	Women
1976	40	110
1981	47	126
1982	51	131
1983	56	142
1984	57	144
1985	58	142
1986	62	134
1987	61	133

Source: Labour Force Survey, CSO

5.9. **Employed persons by industrial status and sex, 1987**

Year	Employed (1000)					
	Wage and salary earners			Employers and unpaid family workers		
	Males	Females	Total	Males	Females	Total
1976	1220	1059	2278	254	183	437
1980	1240	1088	2328	221	158	379
1981	1244	1109	2353	220	155	375
1982	1248	1129	2377	223	154	377
1983	1249	1141	2390	231	155	386
1984	1262	1152	2413	224	153	378
1985	1264	1173	2437	217	143	360
1986	1263	1167	2431	223	136	359
1987	1260	1163	2423	234	138	372

5.10. **Beneficiaries of Unemployment Pensions by Age and Sex, Dec. 31, 1987**

	All beneficiaries		Beneficiaries of the National Pensions Institute	Beneficiaries of Employee Pensions		Beneficiaries of both national pension and employee pension*
	Number	Share of population		All	Full pension	
Age	All					
All	69 330	13,5	67 756	67 069	58 739	65 495
55-57	10 163	6,4	10 057	9 935	8 406	9 829
58-59	18 085	16,8	17 922	17 652	15 629	17 489
60-62	27 069	17,8	26 515	26 166	23 134	25 612
63-64	14 013	14,6	13 262	13 316	11 570	12 565
	Men					
All	30 856	12,9	29 502	30 697	27 592	29 343
55-57	4 968	6,4	4 901	4 943	4 178	4 876
58-59	8 531	16,8	8 420	8 484	7 638	8 373
60-62	11 972	17,2	11 494	11 913	10 896	11 435
63-64	5 385	13,0	4 687	5 357	4 880	4 659
	Women					
All	38 474	14,0	38 254	36 372	31 147	36 152
55-57	5 195	6,3	5 156	4 992	4 228	4 953
58-59	9 554	16,8	9 502	9 168	7 991	9 116
60-62	15 097	18,4	15 021	14 253	12 238	14 177
63-64	8 628	15,7	8 575	7 959	6 690	7 906

5.11. **Labour Force Participation Rate of Women by number of children**

	1980		1987	
	Labour force (1000)	Labour force participation rate	Labour force (1000)	Labour force participation rate
With children under 18	578	81,6	562	85,2
- 1 child	275	83,6	278	87,5
- 2 children	231	82,5	211	85,7
- 3 children or more	71	72,0	74	76,5
With children under 7	253	75,9	251	79,0

Source: Labour Force Survey, annual interview, CSO

5.12. Hourly wages [1] of women and men by field of industry and women's earnings as percentage of men's earnings in 1975 and 1986

Field of industry	Fmk/hour				Women's earnings as % of men's earnings	
	1975		1987			
	women	men	women	men	1975	1987
Metal mining and concentrate plants	-	13,71	28,40	45,81	-	62
Limestone quarrying	9,32	12,84	28,50	39,45	73	72
Manuf. of lime and cement	9,19	12,62	27,07	37,75	73	72
Manuf. of other building materials	9,56	12,68	30,77	37,60	75	82
Manuf. of glass	9,34	12,90	30,86	39,68	72	78
Manuf. of porcelain and earthenware	9,85	12,64	29,51	34,39	78	86
Manuf. of metal products	9,97	13,27	30,62	38,63	75	79
Manuf. of leather, rubber etc.	8,80	11,28	27,66	32,87	78	84
Manuf. of chemicals	10,23	13,46	31,79	42,77	76	74
Manuf. of textiles	8,67	11,70	27,36	35,52	74	77
Manuf. of clothing	8,44	10,14	26,98	30,12	83	90
Manuf. of paper and pulp	10,88	13,48	36,73	45,16	81	81
Printing and binding	10,86	13,53	37,43	43,92	80	85
Manuf. of wood, veneers and wooden houses	8,75	11,01	30,21	34,07	79	89
Boatyards	-	14,60	33,33	40,11	-	83
Carpentry and manuf. of furniture	9,34	11,24	29,11	32,31	83	90
Mills, manuf. of crip bread, biscuits & macaroni	9,15	12,10	30,97	39,18	76	79
Manuf. of sugar, confect.	9,38	12,39	30,25	38,29	76	79
Manuf. of malt & soft drinks	9,42	12,24	29,86	36,42	77	82
Manuf. of tobacco	9,67	12,39	32,51	38,81	78	84
Electric power-plants	8,73	11,98	28,18	38,36	73	73
Total industry	9,34	12,88	30,28	39,18	73	77

1) Total earnings for worked time.

Source: Central Statistical Office, Wage and Salaries Statistics

5.13. Average monthly earnings of salaried employees in general government by industry in 1987. Average monthly earning paid for normal time at work for women and men and women's percentage of men's earnings.

Industry	State employees under employment contract Fmk/month			The municipal sector Fmk/month		
	Women	Men	%	Women	Men	%
Agriculture, forestry and fishing	5606	6408	87	5658	7497	76
Manufacturing	6300	8004	79	5026	6461	78
Electricity, gas and water				5522	8196	67
Other construction	5845	7244	81	5767	7306	79
Trade, restaurants and hotels	5406	7216	75	5267	6641	79
Transport and communication	6007	7456	81			
transport				6193	7373	84
communication				5242	7737	68
Real estate and business services	5706	8010	71	5288	7647	69
Public, social and personal services	5691	7417	77			
public administration				5756	8342	69
sanitary and similar services				5312	7609	70
education services				7143	8433	85
medical, dental other health and veterinary services				6247	8922	70
welfare institutions				5526	5780	96
recreational and cultural services				5699	6343	90
Total	5714	7396	77	6156	8057	76

Source: Wage Statistics, Central Statistical Office